

RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people.
At Cloud4C for us, it's about dreaming big and making it big.
It's about being successful while having fun.
it's something that's derived from constant practice, learning, and growth.

Welcome to Cloud4C !

ENJOY THE RIDE !



February 02nd, 2018

To,

Anil Kumar Murikipudi
Hyderabad

APPOINTMENT LETTER

Dear Anil Kumar Murikipudi,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Senior Software Developer” at “Cloud4C Services Pvt. Ltd.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary is **Rs. 1200000/- p.a.**, (Twelve Lakhs Only) and other emoluments will be as per **Appx ‘A’**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for **Six months**.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so or by tendering a sum equivalent to 3 months' salary, in lieu thereof. The Company may, at its sole discretion, waive the whole or part of the notice period, without any compensation. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:

(a) Illegal activity - relating to work or not - harming the reputation of the company. (b) Indecent behavior with colleagues, customers or suppliers. (c) Personal bankruptcy / insolvency. (d) Refusal to do any lawful work assigned by the company. (e) Absenteeism. (f) Willful neglect of work. (g) Repeated insubordination or violation of employment rules. (h) Undisclosed conflict of interest. (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company. (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:

(i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.

(ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|---------------------------|
| 1. Name | : | Anil Kumar Murikipudi |
| 2. Designation | : | Senior Software Developer |
| 3. Grade | : | L2 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	34566	Basic	414797
HRA	21604	HRA	259248
Conveyance	1600	Conveyance	19200
Special Allowance	24896	Special Allowance	298747
Medical Reimbursement	1250	Medical Reimbursement	15000
LTA	2500	LTA	30000
A. Fixed Salary	86416	A. Fixed Salary	1036992
B. Performance Linked Pay	11784	B. Performance Linked Pay	141408
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	100000		1200000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	200000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: You will be on a probation period for 6 months. 75% of your Performance Linked Pay would be released for first 6 months and rest of the PLP will be released after your probation period monthly Proportional to your performance. After confirmation of Services, Performance linked pay will be released on Monthly basis proportional to your performance.

TDS will be deducted according to the income tax norms

Yours truly,
For CtrlS Datacenters Ltd

P Rajani Reddy
Authorized Signatory